



**Dear Readers,**

as usual, we come to you with a selection of the most interesting HR news and topical issues of the past week.

### **NEW LEAVE REQUEST TEMPLATES ALREADY IN PLACE SINCE 18 MAY**

The ministerial regulation of 8th May 2023 on requests concerning parental rights at work and documents attached to such requests was published in the Journal of Laws on 17th May 2023 as item 937. The regulation sets out:

- the content of the request for a part of maternity leave, or leave on terms of maternity leave in whole or in part, parental leave in whole or in part, and what documents must be attached to such requests,
- the content of the request to renounce a part of maternity leave or leave on terms of maternity leave, and the documents attached to such requests,
- the content of the request to combine parental leave or part of it with working for the employer granting the leave,
- the content of the request for unpaid parental leave in whole or in part and documents attached to such requests,
- the content of the requests for reducing working hours by an employee entitled to parental leave and the documents attached to such requests.

Notably, the regulation became effective on the day following the promulgation date, namely on 18th May 2023.

Link to the regulation: [here](#).

### **NEW LAWS ON EMPLOYMENT CERTIFICATES FROM 23 MAY**

The list of necessary information that must be included in the employment certificate will once again be expanded on 23rd May. The previous changes, which came into force on 17th May, concerned collecting and keeping employee requests for, among others: changing the type of employment contract into an indefinite contract; more transparent and secure working conditions; providing reasons for terminating a probationary employment contract with notice or other action having an effect equivalent to such termination and the employer's response.

Tomorrow, the regulation will be supplemented with the new employment certificate template taking into account new types of leave and the use of remote working days. Link to the regulation: [here](#).

### **IMPLEMENTATION OF THE EUROPEAN MINIMUM WAGE DIRECTIVE UNDERWAY**

The government is working on the implementation of the EU Minimum Wage Directive. Under the legislation, EU countries will have to ensure that the statutory minimum wage provides for a decent standard of living. It doesn't mean that the minimum wage will be the same across the EU. However, it will most likely result in yet another considerable increase in the current minimum wage, which will certainly affect the inflation rate.

### **REFUSALS TO REMOTE WORK REQUESTS WILL BE CHECKED**

The National Labour Inspectorate will start checking whether employers who refused remote working requests from entitled employees had the right to do so. According to the Inspectorate, they will not be checking whether or not the refusals were substantiated but whether the requests were responded to in time.

### **OVER 17 MILLION PEOPLE IN POLAND ARE IN THE WORKFORCE**

According to Eurostat data, the employment rate in Poland hit a record high during the first quarter of this year. Quarter-on-quarter, it increased by 109.8 thousand people to around 17.6 million people. It's the highest number it's ever been in Poland.

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### **UPCOMING EVENTS**

- **Webinar: The ABC of fostering workplace diversity** - 23 May 2023, 11:00-13:00, online. More: [here](#).
- **PCS MeetUp: Sunday trading** – 25th May, 11:00-11:30am, online. More: [here](#).
- **Webinar: Top 10 rules for employee loyalty and non-competition** – 30th May, 11:00-12:00am, online. More: [here](#).